



OUTSTANDING CARE
personally **DELIVERED**



**United Lincolnshire
Hospitals**
NHS Trust

**Urgent & Emergency Care Clinical Business Unit,
Division of Medicine**

Emergency Medicine Consultant



Pilgrim Hospital



Lincoln County Hospital



Grantham & District Hospital

Royal College of Emergency Medicine job description approved 20th September 2023

Emergency Medicine Consultant

JOB DESCRIPTION

1. Job Details	
Job title:	Emergency Medicine Consultant
Responsible to:	Emergency Medicine Clinical Lead
Accountable to:	Medical Director

THE POST

This is a full time 10 PA post for a Consultant in Emergency Medicine for the United Lincolnshire Hospitals NHS Trust. The purpose of this post is to ensure the highest quality of care is provided to each individual patient who attends the department. The appointee will be required to work in a 1:12 on call rota with a 1:6 weekend frequency. The job plan will be aligned to a 75% DCC and 25% SPA split.

Part-time PA's will be considered and if such a person is appointed, modification of the content will be discussed on a personal basis with the Trust in consultation with consultant colleagues.

About us

United Lincolnshire Hospitals NHS Trust is a large acute NHS Trust, which is responsible for a comprehensive range of health services to a local population of 730,000. The Trust was formed on 1st April 2000 and brought together Pilgrim Health NHS Trust, Lincoln and Louth NHS Trust and Grantham and District NHS Trust. The combined revenues of the Trust are in the region of £390 million with 7,800 highly trained staff and volunteers.

An exciting development is the establishment of the University of Lincoln Medical School. The Trust has already developed strong and organic links with ULMS and this offers suitable candidates the prospect of being involved in academia.

Lincolnshire is a scenically and geographically varied county. It includes the Lincoln escarpment, the North Lincolnshire Wolds, which are designated as an area of outstanding natural beauty, and extensive beaches on the coastal strip.

Lincolnshire scores highly when it comes to education from nursery through to secondary school and has a growing university culture. In your free time, there are many places of interest to visit in Lincolnshire with motor racing at Cadwell Park, lakes for sailing, some of the best coarse fishing in the country and horse racing at Market Rasen. There are a number of historic architectural gems including Lincoln Cathedral, Lincoln Castle, Tattershall Castle, Belton House, Belvoir Castle, and the Boston Stump.

Lincolnshire offers an attractive choice of pretty, rural villages or for those who prefer urban living there is a choice of the City of Lincoln which dates back to Roman times, or the traditional market towns of Grantham, Boston and Louth. The property market offers potential buyers high quality modern and traditional housing at attractive prices. London is only an hour away via mainline train services from Grantham.



Trust Vision



The Trust's vision is to provide the very best accessible healthcare and to constantly improve what we do and be an excellent place to work, learn and develop in line with our values. The Trust is committed to continuous improvement and has recently launched the integrated improvement plan that aims to assist achieve the goal of outstanding care personally delivered.

Our Services

Lincoln County Hospital

Lincoln County Hospital is situated in the uphill area of the city, close to the Cathedral. It is a large purpose built modern District General Hospital, which provides a wide range of specialist clinical services. It has a complement of 557 beds.

There are 172 general medical and care of the elderly beds including coronary care and renal beds. There is a 51 bedded Medical Emergency Admissions Unit (MEAU) comprising 26 assessment beds and a 25 bedded ward. There is a separate 18 bedded Surgical Assessment Unit (SAU). There is a large, well-staffed Emergency Department. There are at present 108 general surgical beds, a 20 bed critical care unit (level 2 and level 3), a 10 theatre suite and 3 orthopaedic wards. There is an Ophthalmic Unit, Adult Day Care Unit, an ENT department and a purpose built fully equipped department of Clinical Oncology.

The large x-ray department is situated close to Outpatients and has sophisticated xray facilities with new CT and MRI scanners. There is also a fully developed Medical Physics Unit. There is a modern and well-organised Outpatient Department which is at present used by all the surgeons and physicians.

The maternity service is housed in a separate wing and has 49 ante and postnatal beds, 14 delivery beds and 24 special care infant cots. The maternity wing also houses the gynaecological wards with 34 beds and 2 operating theatres, plus a 12 bed day-case unit.

Pathology and Microbiology Services are provided by Path Lincs.

The hospital has close links with Nottingham and Leicester Medical schools providing undergraduate and postgraduate medical education. It has a vibrant postgraduate medical centre providing state of the art IT and educational facilities with an active postgraduate medical education programme.

Pilgrim Hospital, Boston

Pilgrim Hospital, is a modern 336 bedded District General Hospital, (excluding Obstetric and Paediatric beds). It is situated on the outskirts of Boston with good transport links. A full range of clinical specialties and laboratory facilities of the highest standard are provided.

It is the main hospital centre for South Lincolnshire. The hospital includes an Emergency Department, 28 Stroke Medicine beds, 53 Elderly Care beds, 67 General Medicine beds, in addition to our Integrated Assessment Centre and Acute Medicine Short Stay wards. Other beds are provided in General Surgery, Orthopaedic Surgery, Vascular Surgery, ENT, Ophthalmology, Paediatrics, Psychiatry, Oral Maxillofacial Surgery, Obstetrics and Gynaecology and a refurbished Intensive Care Unit with nine Level 3 beds. The Endoscopy Unit was refurbished during 2012 and a new MRI scanner installed. It has close links with community hospitals in Skegness and Spalding.

In August 2019, Prime Minister Boris Johnson visited Pilgrim hospital and announced the provision of £21.3 million funding towards a new Emergency Department. The plans have now been approved by the Department of Health and Social Care and the NHS England Joint Investment Sub Committee which will see the Emergency Department;

- More than double in size
- Include state of the art innovations and infection prevention control measures
- Have a much bigger resuscitation zone for the sickest patients
- Have more cubicles in which to treat patients
- Have a separate area dedicated to providing emergency care for the hospital's youngest patients and their families
- Have more training rooms for staff
- Have a much better environment for patients and staff.

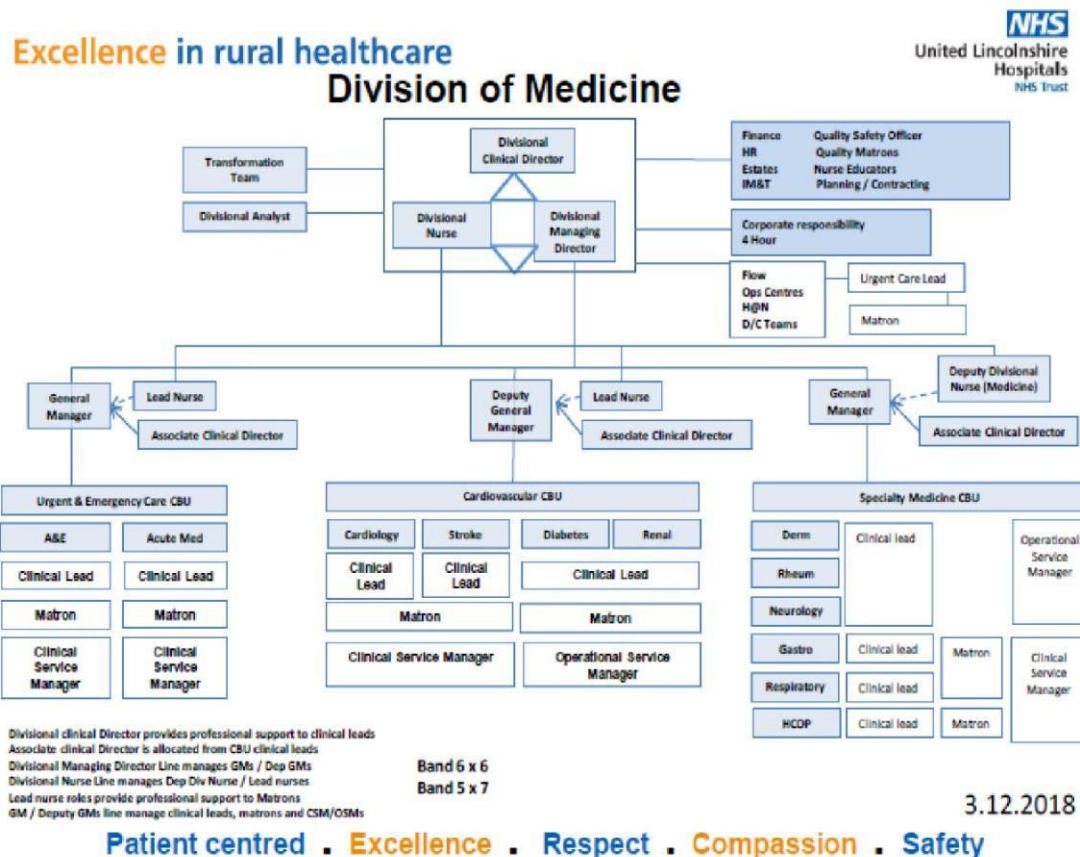


The Emergency Departments provide a 24 hour service for the reception and immediate care of emergency cases.

Grantham and District Hospital

Grantham Hospital has approximately 177 staffed in-patient beds offering services in consultant led A&E, General Surgery, Trauma and Orthopaedics and Integrated Medicine services. In addition, there is an ambulatory care paediatric service provided on site, Monday to Friday, 1000 - 1900 hours. Community Midwifery is provided in the locality as well as 'low risk' midwifery led service. Ante-natal, Postnatal, Gynaecology Outpatients and Day-case services are offered at Grantham. In addition, there are day-case beds offering services in Orthopaedics, Gynaecology, ENT, Oral Surgery, Paediatric Surgery and Video Endoscopy.

Trust Operating Model (TOM)



Same Day Emergency Care

In keeping with nationally identified best practice ULHT has developed SDEC facilities in all 3 acute sites. These are staffed by acute medicine trainees and staff grades, Acute care practitioners, nurses and the care delivered is overseen by consultants in acute medicine. Each site operates SDEC with small operational variations in response to the local capacity and demand and all sites are collaborating to share lessons and best practice.

The purpose of the units is to provide high quality and personalised care to patients of Lincolnshire that might benefit from hospital admission avoidance. This is the primary contact point for GP referrals. Access to diagnostics and clinical input is rapid and aims to minimise the time patients need to spend in our units.

Our People

The Emergency Medicine Team

Lincoln County Hospital

12 Consultant posts

29 Speciality Doctors

A number of junior doctors, combination of deanery trainees and trust grade doctors

A number of ACPs rotating between emergency and acute medicine

Boston Pilgrim Hospital

12 Consultant posts

25 Speciality Doctors

A number of junior doctors, combination of deanery trainees and trust grade doctors A number of ACPs rotating between emergency and acute medicine

Grantham and District Hospital

2 Consultant posts

5 Speciality Doctors

This service is currently under review by the Integrated Care Board. It is envisaged that ULHT will remain a stakeholder within this service.

This post

This post is for a substantive consultant within the current establishment. The post holder's duties will be primarily based at one of these hospitals (subject to agreement with the successful candidate), but it is a condition of the appointment that they will be willing to work in any of the Trust's locations. This is not expected to be a frequent occurrence and travel times will be remunerated.

The Appointee will be expected, in conjunction with their colleagues, to provide a comprehensive clinical, supervisory, educational and training support to the Emergency Department.

Clinical Duties

Specific duties of the role include but are not limited to;

- Reception, resuscitation, diagnosis, and initial treatment of all emergencies as appropriate
- Referral of patients to other specialities, transfer of patients for admission to assessment units, to other hospitals within or outside the Trust, referral as outpatient or back to the community
- Provide high quality consultant delivered care to patients including clinical leadership and supervision of junior medical staff, ensuring the highest standards of clinical care are provided to all patients
- Be proactive in ensuring that all patients receive rapid assessment, treatment and clinical decision making, whilst ensuring that the Clinical Quality Indicators to deliver safe quality and performance are delivered and sustained
- Work in conjunction with the nurse co-ordinator and medical and surgical colleagues to ensure that there is effective and timely communication between the clinical team; timely intervention and safe care to maintain optimal patient flow
- When colleagues are absent alternative clinical duties may be arranged to provide appropriate cover
- Provide teaching and training at undergraduate and postgraduate level and supervise and train the junior and speciality doctors in Emergency Medicine, advanced nurse practitioners and emergency nurse practitioners
- Be proactive in the clinical governance agenda and take on leadership roles to support continuous learning and improvement, thereby abiding by the clinical and corporate governance policies of the Trust
- Liaise with clinicians and managers within and outside the department to address issues arising that affect the service
- Participate in relevant audit and quality assurance processes

Other duties include;

- Provide Consultant input to Emergency Medicine and oversee and support junior medical staff in this area
- Maintain the knowledge and skills essential for fulfilling the job plan. The Trust supports the requirements for continuing professional development as laid down by the Royal College of Emergency Medicine and is committed to providing time and financial support of these activities. There is a strong programme of continuing medical education, including a monthly Grand Round programme in the Trust. Study leave can be taken subject to the Terms and Conditions of Service.

- If the appointee is a new consultant, a named consultant mentor will be provided
- Teaching is strongly encouraged both within the Trust and Emergency Medicine. Emergency Medicine has an unparalleled selection of acutely ill patients with the evolving medical problems that provide a rich learning environment for medical students, junior doctors, and allied professionals. The post holder will be expected to actively participate in undergraduate and postgraduate teaching
- Actively develop clinical research interests, particularly in the areas of the primary/secondary care interface and clinical audit
- Undertake revalidation as prescribed by the General Medical Council and will be required to undergo multisource feedback and participate reflective practice.
- The Trust is committed to providing high quality clinical service governance. It is expected that the post holder will make an active contribution to both areas. There is an active post graduate education programme in the Trust with ample opportunity to obtain internal CME
- Adhere to all Trust Policies and Procedures

The post holder will be based primarily in the Accident and Emergency Department

Study Leave

Study leave necessary to maintain overall competence will be undertaken during the year. It is the responsibility of the post holder to arrange this in conjunction with the Lead Clinician. The Trust will fund this training within the accepted study leave allowance.

Relocation expenses

Relocation expenses will be payable to the successful candidate in accordance with the Trust policy, if relevant.

Health & Safety

The United Lincolnshire Hospitals NHS Trust recognises its duties under the Health and Safety at Work Act 1974 to ensure, as far as is reasonably practicable, the health, safety and welfare at work of all its employees. In addition, the business of the Trust shall be conducted so as to ensure those patients, their relatives, contractors, voluntary workers, visitors and members of the public having access to the Trust premises and facilities are not exposed to risk to their health and safety. All Medical and Dental staff under contract to the United Lincolnshire Hospitals NHS Trust will be expected to comply with the Trust Health and Safety Policies.

Teaching & Education

The post holder will be expected to be actively involved in education, both as a participant and a teacher. The latter will include GPs, nurses, other health care professionals and junior medical staff. The Trust supports the development of CME for consultants. The post holder, in association with his/her colleagues will develop this locally as well as regionally and nationally.

Undergraduate medical education

The University of Nottingham Medical school students are regularly placed in ULHT hospitals during their 3rd, 4th and final years. There is a well developed training programme for modules in Medicine, Surgery and Critical care as well as placements in subspecialties.

Furthermore, the establishment of the University of Lincoln Medical School is an exciting reality. ULHT has close and organic relationship with the new medical school and the opportunity is there for the successful candidate to be involved in the operations of the Lincoln Medical School.

Postgraduate Medical Education

There are excellent facilities within the Post Graduate Medical Education Centre (PGME). A professional librarian runs the library. It is well staffed and offers modern IT facilities, including several points of Internet access. There is 24hour desktop access to reference material held on CD-ROMS within the library. The PGME has a lecture theatre and many smaller rooms with a full range of modern presentational equipment.

There is an active undergraduate and postgraduate teaching programme.

Clinical Governance

The Trust has developed a Clinical Governance Strategy which seeks to deliver the Quality agenda. The post holder is expected to work within this framework and contribute to its continued development.

Appraisal and continuing Professional Development

There is a commitment to regular appraisal, revalidation and CPD. Annual performance appraisal will be held between the post holder and the Service Director/ Clinical Director in accordance with National Guidance on Consultant Appraisal.

Clinical Audit

An active audit Programme exists within the Trust and within the Department of Medicine. The post holder is expected to carry out audit and participate in the programme. Audit is supported by a Clinical Effectiveness Unit.

Research

There is a growing Research and Development department, based in Pilgrim. There are dedicated research nurses and there is active recruitment to a number of studies under way. Involvement in research is therefore actively encouraged.

Mentorship

Mentorship is available for newly-appointed consultants.

Equality and Diversity

Any applicant who is unable for personal reasons to work full time will be eligible to be considered for the post. If such a person is appointed, modification of the job plan will be discussed on a personal basis with the Trust in consultation with Consultant colleagues.

United Lincolnshire NHS Trust is committed to equality and diversity and works hard to make sure all staff and service users have access to an environment that is open and free from discrimination. We value the diversity of our staff and service users

and therefore, recognise and appreciate that everyone is different and so should be treated in ways that are consistent with their needs and preferences. In support of this all staff are required to be aware of the Trust's Equality and Diversity Strategy and Equality Objectives which recognise our responsibilities to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act (2010).
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Main conditions of Employment

The terms and conditions of employment will be determined by the United Lincolnshire Hospitals NHS Trust terms and conditions of employment. These are generally in line with the relevant provisions of the Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales) and General Whitley Council Terms and Conditions of Service, as amended from time to time. Copies of these can be seen in the Personnel Department. In determining salary for the post, the Trust will pay no less favourable rates than those paid to NHS Consultant Medical and Dental Staff. If, in the future, the Trust establishes alternative negotiating arrangements you will be notified of those arrangements, and thereafter any agreements thus reached will form part of your Contract of Employment. The post holder shall have medical clearance arranged by the Trust before taking up employment.

Information

Potential applicants are invited to contact the following key staff for further information:

Dr David Flynn – Clinical Lead for Emergency Medicine

Email – David.Flynn@ULH.nhs.uk

Mr Rajeshwar Ranganathan – Deputy Clinical Lead for Emergency Medicine at Pilgrim Hospital

Email – Rajeshwar.Ranganathan@ULH.nhs.uk

Mr Marius Constantin – Deputy Clinical Lead for Emergency Medicine at Lincoln Hospital

Email - Marius.Constantin@ULH.nhs.uk

Person Specification

Requirements	Essential	Desirable	Method of Assessment
Qualifications and training	<ul style="list-style-type: none"> • Full GMC Registration • FRCEM or equivalent • CCT/CESR Specialist Registration or will obtain within 6 months of interview date • Minimum of English Level2 (GCSE grade C or equivalent), ILETS, or graduate of a UK Medical School 	<ul style="list-style-type: none"> • Leadership or Teaching qualification • Distinctions, scholarships, prizes, publications. • Other degrees, e.g. BSc, MSc, MD • Dual accreditation in PHEM/PEM • Instructor status in advanced life support course. 	Application Form Interview
Skills and experience	Wide and extensive experience in all aspects of Emergency Medicine The ability to converse at ease and provide advice in accurate spoken English is essential for the post	Special interest within or outside of Emergency Medicine	Application Form Interview
Clinical governance	Evidence of participation in: <ul style="list-style-type: none"> • Audit • Complaints management • Root Cause Analysis/Serious Incident Investigation • Morbidity and Mortality meetings • Structured Judgement Reviews 		Application Form Interview
Personal/professional attributes	<ul style="list-style-type: none"> • Welcoming and polite • Respect people and their dignity • Attentive and helpful • Respect others' time • Vigilant about safety • Speak up on behalf of those who can't • Passionate about advancing Emergency Care 		Application Form Interview

Other requirements	This role requires an oncall commitment and occasional travel across sites. Candidates must be able to demonstrate the ability to travel effectively between sites.		Application Form Interview
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Completed by:

Date:

On behalf of the United Lincolnshire Hospitals NHS Trust